

I can't help but feel that this proves our point. It could not be a legitimate qualification if management's mind can be changed and those people can be recalled and fulfill the job as they have done in the past.

Mr. FORD. Since the committee took up this matter just a little over a year ago in the Holland committee, have you reduced the number of airlines who still maintain arbitrary age rulings?

Miss BOLAND. I think since the last time I saw you we are very happy to report that even within the matter of the last few weeks we now represent only one carrier who continues to maintain arbitrary age rulings. On American Airlines girls are still being terminated because of age at 33, but on the other carriers, their competitors and those not completely their competitors, they have resigned the age policy in effect less than a year ago.

Mr. FORD. Is American one of the airlines that maintains its own school for flight attendants and stewardesses?

Miss BOLAND. Yes.

Mr. FORD. Is that school operated on a permanent basis or is it contracted out to some educational institution?

Miss BOLAND. No, it is operated strictly by American Airlines in Texas and is called American Airlines Stewardess College.

Mr. FORD. What is the size?

Miss BOLAND. Well, they train, I would estimate, roughly better than a thousand girls a year.

Mr. FORD. Do they operate it 12 months out of the year?

Miss BOLAND. Up until the last few years they usually closed in the winter because of the slack period of the airline business. I believe last year and plans for the coming year are to operate year round with classes continually being graduated.

Mr. FORD. I have the brief of the Air Transport Association here with a cover letter and, of course, the cover letter makes the central point that there has never been arbitrary discrimination on the part of the airlines they represented. Do you know whether or not they represent American Airlines?

Miss BOLAND. The Air Transport Association?

Mr. FORD. Yes.

Miss BOLAND. I have never heard anything to the contrary.

Mr. FORD. Has there been any action on the part of anyone to bury that rule or does it apply to everyone?

Miss BOLAND. No, it does not apply to everyone, only to those hired after 1953, so there are girls—there are girls hired prior to that time who continue to fly, continue to do the job but if they were hired after that point—

Mr. FORD. These girls hired prior to 1953, do they perform the same kind of flight attendant duties that younger girls are performing?

Miss BOLAND. Identical, they could be working side by side on the same flight.

Mr. FORD. They could be working with younger girls on the same flight?

Miss BOLAND. Yes.

Mr. FORD. To what extent does a flight attendant have the right to pick her run?